

## Message Text

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ACTION ARA-14

INFO OCT-01 ISO-00 SAB-02 L-03 SS-15 NSCE-00 SSO-00  
INR-07 INRE-00 SP-02 PM-05 EB-08 /057 W  
-----090490 182257Z /65  
O 182228Z AUG 77  
FM AMEMBASSY PANAMA  
TO SECSTATE WASHDC IMMEDIATE 3253  
INFO PANCANAL IMMEDIATE  
USCINCSO IMMEDIATE

C O N F I D E N T I A L PANAMA 5942

FOR S/AB, L AND ARA/PAN FROM WYROUGH, CHESTER AND KOZAK

EO 11652: GDS  
TAGS: PBOR PN  
SUBJECT: TREATY NEGOTIATIONS - LABOR ARTICLE

REF: PANAMA 5859

1. WE STILL REQUIRE ON URGENT BASIS WASHINGTON COMMENT  
ON PARAS 1 A-C REFTEL.
2. IN ADDITION, PANAMANIANs HAVE PROPOSED FOLLOWING  
CHANGES IN EMPLOYMENT PAPER ON WHICH WASHINGTON COMMENT  
REQUESTED:
  - A. PARA 9: PROPOSED ADDITION OF FOLLOWING  
SENTENCE AT BEGINNING OF PARA: "THE RIGHT OF EMPLOYEES  
TO NEGOTIATE CONTRACTS WITH THE COMMISSION THROUGH  
COLLECTIVE BARGAINING IS RECOGNIZED".
  - B. PARA 11 (D): AMEND FIRST SENTENCE TO READ:  
"THE COMMISSION SHALL COLLECT AND TRANSFER TO THE  
SOCIAL SECURITY FUND OF THE REPUBLIC OF PANAMA IN A  
TIMELY MANNER THE EMPLOYER'S AND EMPLOYEES' CONTRIBU-

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TIONS TO THE HEALTH AND MATERNITY BENEFITS PROGRAM OF  
THE SOCIAL SECURITY FUNDS..." CHANGE SECOND SENTENCE  
TO READ: "THE AMOUNT OF THE EMPLOYER'S CONTRIBUTION  
SHALL BE EQUAL TO THAT WHICH WOULD BE PAID IF THE  
EMPLOYEE HAD REMAINED UNDER THE HEALTH BENEFITS PLAN  
FOR FEDERAL EMPLOYEES."

C. PARA 12(B): AT END OF PARAGRAPH ADD FOLLOWING:  
"...WHICH SHALL BE FINANCIALLY EQUAL TO THE AMOUNT  
TRANSFERRED."

D. PARA 13 (C)(4): AMEND TO READ: "THE EMPLOYEE  
ELECTS TO WITHDRAW THE ENTIRE AMOUNT OF HIS CAPITALIZED  
CONTRIBUTIONS."

COMMENT: WE UNDERSTAND THE PANAMANIAN INTEND "CAPITALIZED  
CONTRIBUTIONS" TO MEAN CONTRIBUTIONS PLUS ACCRUED  
INTEREST THEREON.

E. PARA 12: ADD NEW SUB-PARA (D) AS FOLLOWS:  
"(D) THE EMPLOYEE WHO IS ELIGIBLE FOR AN IMMEDIATE  
RETIREMENT ANNUITY SHALL BEGIN RECEIVING PAYMENT OF THIS  
ANNUITY UPON TERMINATION OF HIS EMPLOYMENT WITH THE  
UNITED STATES GOVERNMENT."

F. PARA 16: PANAMANIAN PROPOSE TO DROP THIS PARA  
ENTIRELY ON THE UNDERSTANDING THAT THE USG WOULD ISSUE  
A SIMILAR ASSURANCE AGAINST MASS DISMISSALS IN THE FORM  
OF A UNILATERAL STATEMENT OR DECLARATION.

4. REQUEST RESPONSE SOONEST.

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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01-Jan-1994 12:00:00 am  
**Channel Indicators:** n/a  
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**Concepts:** LABOR RELATIONS, CANALS, NEGOTIATIONS  
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**Disposition Approved on Date:**  
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**Disposition Date:** 22 May 2009  
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**Disposition History:** n/a  
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**Review Markings:**  
Margaret P. Grafeld  
Declassified/Released  
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